



**General Assembly**

Distr.  
GENERAL

A/C.5/47/66  
2 December 1992

ORIGINAL: ENGLISH

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Forty-seventh session  
FIFTH COMMITTEE  
Agenda item 113

UNITED NATIONS COMMON SYSTEM

Note by the Secretary-General

The Secretary-General has the honour to transmit herewith to the members of the General Assembly, upon the request of the Director-General of the Food and Agriculture Organization of the United Nations (FAO), the text of a FAO Council resolution on remuneration and conditions of service of staff.

Annex

RESOLUTION OF THE COUNCIL OF THE FOOD AND AGRICULTURE ORGANIZATION  
OF THE UNITED NATIONS, ADOPTED AT ITS ONE HUNDRED AND SECOND  
SESSION, HELD IN ROME FROM 9 TO 20 NOVEMBER 1992

Remuneration and conditions of service of staff

1. The Council, noting with general disappointment that, despite expression of strong concern transmitted by the Conference in November 1991, the International Civil Service Commission had decided to submit to the General Assembly recommendations which do not address adequately the basic issue of the loss of competitiveness of the remuneration of staff in the Professional and higher categories, but which will instead result in less favourable pensions and salaries for staff in the General Service category,

2. Recognizing the critical situation in respect of remuneration of staff and its negative consequences on the Organization's ability to recruit and retain high-quality staff, which is the most valuable asset on which the successful implementation of the Organization's programmes depends,

3. Recognizing the need for the requirements of the specialized agencies to be fully considered in the common system decision-making process,

(a) Urges the Governments of all member nations to give special attention to these concerns of the Organization;

(b) Requests the International Civil Service Commission to pursue its examination of the competitiveness of the common system, in particular that of the staff in the Professional and higher categories, and submit recommendations as a matter of urgency for consideration by the General Assembly in 1993 by taking into account all relevant features of the highest-paid civil service as well as remuneration levels offered by other international employers;

(c) Requests that the International Civil Service Commission be informed of the general concern that any modification to the General Service salary and pension methodologies should be technically sound and should not result in an erosion of current conditions, and support for the recommendation of the Administrative Committee on Coordination that the methodology for determining pensionable remuneration be deferred until the results of using the new recommended salary survey methodology are known;

4. The Council requests the Director-General to transmit its views to the Secretary-General of the United Nations, as well as to the Chairman of the International Civil Service Commission, with the request to draw these views to the attention of the Fifth Committee of the General Assembly in an appropriate manner,

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5. The Council hopes that effective action will be taken so as to preclude the necessity of considering alternative measures within the framework of the common system in order to redress the problem of recruitment, retention and motivation of high-quality staff.

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